

Exercise: Appreciative feedback

Application:

This exercise is designed to help bring focus on the importance and value of appreciation and recognition from colleagues/team-mates.

Step by step:

Place all the cards word-side up on a table.

Everyone now picks 1 card for each other participant that describes what they appreciate most about that person.

One by one participants receive cards from all the others. Make sure that only one person is receiving at a time to keep focus on that person.

The one receiving cards is only allowed to say "Thank you".

The one giving a card should add a comment about the card starting with: "What I appreciate about you is ... because ...".

Additional twist:

Finish the exercise by asking questions like:

- Which of the cards you have received do you appreciate most and why?
- The cards you have received is an expression of how you are perceived, is that how you wish to be perceived? (Johari window)
- Based on the cards you have received is there anything you would do more/less or start/stop doing - what and why?

dialogue